

4/6/15 1:30 p.m.

Ordinance 28-2015

ORDINANCE NO. 28-2015

Offered by All of Council

AN ORDINANCE TO ADOPT A SCHEDULE OF POSITIONS, SALARY RATES AND WAGES AND TO OTHERWISE FIX AND DETERMINE COMPENSATION FOR PERSONNEL OF THE VILLAGE OF RICHFIELD, TO AMEND ORDINANCE NO. 91-2014 AND OTHER ORDINANCES NOT CONSISTENT, AND DECLARING AN EMERGENCY.

Be it ordained by the Council of the Village of Richfield, Ohio, State of Ohio:

- SECTION 1. The Schedule of Positions and Compensation, bearing a date of April 20, 2015 through December 27, 2015 attached hereto and made a part hereof and the pay periods for officers and employees shall be in accordance therewith from and after April 19, 2015.
- SECTION 2. Ordinance No. 91-2014 and all other Ordinances or part of schedules which are not consistent with the terms of this Ordinance are hereby repealed.
- SECTION 3. In accordance with Section 4.12 of the Charter of the Village of Richfield, this Ordinance incorporates two percent (2%) cost-of-living adjustment effective April 20, 2015 for all non-bargaining unit employees, excluding Council members whose salary is fixed by Ordinance. It also increases the Mayor's Court Magistrate from \$150 to \$175 per session.
- SECTION 4. This Ordinance is hereby declared to be an emergency measure necessary for the immediate preservation of the public health, safety and welfare of the residents of the Village of Richfield, County of Summit, State of Ohio and for the further reason that it is immediately necessary in order to pay for services rendered; wherefore, provided this Resolution receives the affirmative vote of two-thirds of the members of Council elected or appointed, it shall take effect immediately upon its passage and execution by the Mayor; otherwise, it shall take effect and be in force from and after the earliest period allowed by law.

PASSED: 4-21-15

Rick Whelan
President of Council

ATTEST:

Carolyn E. Sullivan
Clerk of Council

Bobbie Bashara
Mayor

Schedule of Positions and Compensation
Effective April 20, 2015 through December 27, 2015

	<u>ANNUAL</u>	<u>BI-WEEKLY</u>	<u>HOURLY</u>
<u>LEGISLATIVE EMPLOYEES:</u>			
President of Council	5,000	192.31	
Council Members	4,500	173.08	
Clerk of Council	5,856 - 10,987	225.24 - 422.60	
<u>ADMINISTRATION EMPLOYEES:</u>			
Mayor/Safety Director	51,938	1,997.63	
HR, Policy & Records Coordinator	37,454 - 63,464	1,440.55 - 2,440.94	18.01 - 30.51
Administrative Assistant	24,007 - 48,437	923.35 - 1,862.95	11.54 - 23.29
Part-time Information Technology Coord.			15.61 - 20.81
Mayor's Assist./Court Clerk	24,007 - 48,437	923.35 - 1,862.95	11.54 - 23.29
<u>FINANCE/TAX DEPARTMENT:</u>			
Finance Director/Tax Administrator	60,617 - 83,128	2,331.43 - 3,197.23	29.14 - 39.97
Assistant Finance/Tax Administrator	53,200 - 73,430	2,046.15 - 2,824.23	25.58 - 35.30
Finance Department Clerks	24,007 - 48,437	923.35 - 1,862.95	11.54 - 23.29
Tax Dept. Auditor/Clerks	24,007 - 48,437	923.35 - 1,862.95	11.54 - 23.29
<u>FIRE DEPARTMENT:</u>			
Fire Chief	60,617 - 83,128	2,331.43 - 3,197.23	29.14 - 39.97
Fire Captain***	24,007 - 48,437	923.36 - 1,862.96	11.54 - 23.29
Administrative Assistant			
Fire Medic Lieutenant***			
Fire Medic - 36 Month***			
Fire Medic - 27 Month***			
Fire Medic - 18 Month***			
Fire Medic - 9 Month***			
Fire Medic in Training***			
*** For these positions refer to the applicable Collective Bargaining Unit Agreement.			
Part-Time Fireperson in Training	Hourly Rate: 15.30	Plus \$30.60 per Training Ses.	
Part-Time Paramedic in Training	Hourly Rate: 16.76	Plus \$33.52 per Training Ses.	
Part-Time Fireperson	Hourly Rate: 20.30	Plus \$40.60 per Training Ses.	
Part-Time Paramedic	Hourly Rate: 21.76	Plus \$43.52 per Training Ses.	
Fire Lieutenant - Part Time	Hourly Rate: 23.19	Plus \$46.38 per Training Ses.	
Fire Captain - Part Time	Hourly Rate: 24.66	Plus \$49.32 per Training Ses.	
Assistant Fire Chief - Part Time	Hourly Rate: 26.12	Plus \$52.24 per Training Ses.	

Schedule of Positions and Compensation
Effective April 20, 2015 through December 27, 2015

	<u>ANNUAL</u>	<u>BI-WEEKLY</u>	<u>HOURLY</u>
<u>POLICE DEPARTMENT:</u> Police Chief Police Lieutenant*** Police Sergeant*** Patrolman - 36 Month (Full-time)*** Patrolman - 24 Month (Full-time)*** Patrolman - 12 Month (Full-time)*** Patrolman - New hire (Full-time)*** Patrolman - Part-Time 24-35 months*** Patrolman - Part-Time 13-23 months*** Patrolman - Part-Time new - 12 months***	60,617 - 83,128	2,331.43 - 3,197.23	29.14 - 39.97
	*** For these positions refer to the applicable Collective Bargaining Unit Agreement.		
<u>DISPATCH DEPARTMENT:</u> Dispatch Supervisor*** Dispatcher - 36 Month (Full-time)*** Dispatcher - 24 Month (Full-time)*** Dispatcher - 12 Month (Full-time)*** Dispatcher - New hire (Full-time)***			
	*** For these positions refer to the applicable Collective Bargaining Unit Agreement.		
Dispatcher - 36 Month (Part-time)*** Dispatcher - 27 Month (Part-time)*** Dispatcher - 18 Month (Part-time)*** Dispatcher - New hire (Part-time)***			
<u>DOG WARDEN:</u> Dog Warden - 36 Month (Part-time)*** Dog Warden - 27 Month (Part-time)*** Dog Warden - 18 Month (Part-time)*** Dog Warden - 9 Month (Part-time)***			
<u>PLANNING/ZONING DEPARTMENT:</u> Planning/Zoning Director Part-time Board Secretary Administrative Assistant	51,466 - 83,128 24,007 - 48,437	1,979.45 - 3,197.23 \$120/meeting all inclusive 923.35 - 1,862.95	24.74 - 39.97 11.54 - 23.29
<u>RECREATION DEPARTMENT:</u> Recreation Director Recreation Assistants (Part-time)	27,818 - 54,697	1,069.91 - 2,103.75	13.37 - 26.30 Min Wg - 20.22
<u>HUMAN SERVICES DEPARTMENT:</u> Human Services Coordinator Human Services Assistant (Part-time)			12.08 - 21.82 Min Wg - 20.22

Schedule of Positions and Compensation
Effective April 20, 2015 through December 27, 2015

	<u>ANNUAL</u>	<u>BI-WEEKLY</u>	<u>HOURLY</u>
SERVICE DEPARTMENT:			
Service Director	60,617 - 83,128	2,331.43 - 3,197.23	29.14 - 39.97
Assistant Service Director	56,364 - 73,448	2,167.85 - 2,824.93	27.10 - 35.31
Administrative Assistant	24,007 - 48,437	923.35 - 1,862.95	11.54 - 23.29

Division Supervisor:			
96 Months	64,087	2,464.87	30.81
84 Months	62,133	2,389.72	29.87
72 Months	60,183	2,314.73	28.93
60 Months	58,232	2,239.70	28.00
48 Months	56,280	2,164.63	27.06
36 Months	54,330	2,089.61	26.12
24 Months	52,378	2,014.53	25.18
12 Months	50,426	1,939.46	24.24
Beginning Rate	48,475	1,864.44	23.31

Maintenance, Road Mechanic & Sewer Maint. Supervisor			
96 Months	59,860	2,302.33	28.78
84 Months	56,994	2,192.09	27.40
72 Months	54,128	2,081.85	26.02
60 Months	51,261	1,971.58	24.64
48 Months	48,397	1,861.43	23.27
36 Months	45,531	1,751.19	21.89
24 Months	42,665	1,640.96	20.51
12 Months	39,800	1,530.76	19.13
Beginning Rate	36,934	1,420.53	17.76

Maintenance Technician			
96 Months	52,471	2,018.12	25.23
84 Months	50,096	1,926.77	24.08
72 Months	47,722	1,835.45	22.94
60 Months	45,346	1,744.06	21.80
48 Months	42,970	1,652.70	20.66
36 Months	40,596	1,561.39	19.52
24 Months	38,221	1,470.04	18.38
12 Months	35,846	1,378.68	17.23
Beginning Rate	33,471	1,287.33	16.09

Schedule of Positions and Compensation
Effective April 20, 2015 through December 27, 2015

	<u>ANNUAL</u>	<u>BI-WEEKLY</u>	<u>HOURLY</u>
Service Dept. Stand By Time:			
Emerg. Snow Removal Full-Time Employees	\$1,000 /year payable April 1		
Highway Maintenance Supervisor	\$1,000 /year payable April 1		
Road Mechanic Supervisor	\$1,000 /year payable April 1		
Sewer Technicians	\$1,000 /year payable April 1		
Janitor (Full-time)	21,611 - 52,488	831.18 - 2,018.78	10.39 - 25.23
Part-time Service Employee			Min Wg - 14.73
Janitor (Part-time)			Min Wg - 14.56
<u>OTHER:</u>			
Mayor's Court Magistrate		\$175 per Session payable Bi-Weekly	
Director of Law		\$2,500/month & other compensation as authorized by the Mayor, payable monthly.	

**TO: Village Council
Mayor Bobbie Beshara**

**CC: Carolyn Sullivan
Bill Hanna**

FROM: Sandy Turk, Finance Director

RE: Ordinance - 2015 to Adopt Schedule of Positions and Salary Rates for the 4-21-15 Council Meeting

Date: April 16, 2015

ACTION BEING REQUESTED	TYPE OF REQUEST
Adoption	Authorizing Ordinance

The Finance Department requests that Ordinance No. 28-2015 to adopt a Schedule of Positions, Salary Rates and Wages be read for its first time at the April 21, 2015 Council meeting and that Council also consider suspending second and third reading, and consider adopting this ordinance at the April 21st Council meeting. The Ordinance calls for an April 20th effective date for wage increases.

This Ordinance incorporates a two percent (2%) cost-of-living adjustment effective April 20, 2015 for all members of the non-bargaining unit employees, excluding Council members whose salary is fixed by Ordinance. It also increases the Mayor's Court Magistrate from \$150 to \$175 per session. The Magistrate has been paid \$150 per session since July 22, 1999. The respective Collective Bargaining Unit Agreements will define the collective bargaining unit employees wages.

Please let me know if you have any questions.

Attachment

H:/sturk/Resolution/Briefing Memos/Pay Ordinance4-16-15R.doc